Tuition Reimbursement

Starbucks Approved Degree and Certificate Programs
This list has been compiled solely to provide partners with an idea of what degrees and certifications are acceptable under Starbucks Tuition Reimbursement program. Many institutions and organizations refer to programs and certifications that may not conform to our list. Because of the sheer volume of degrees and certifications available, this list is in no way meant to be totally comprehensive or exhaustive regarding what may or may not qualify.

If the degree or certification program you are interested in does not appear on this list, please call the Tuition Reimbursement Center toll free at (888) 860-2235. A representative is available to assist you Monday through Friday from 9:30 a.m. to 6 p.m., Central Time. For specific information about what certification would be useful in your current position, check with your manager for recommendations and industry application.
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** Degree Programs **

**Associate Degree**

AAS Applied Sciences  
AA Applied Arts  
Associated in Arts  
Paralegal Associates

**Agricultural Production**

Agricultural Business  
Agricultural Business & Management  
Crop Production  
Agricultural Business & Management-General  
Agricultural Economics  
Agricultural Production  
Agricultural Products & Process  
Agricultural Products & Processing-General  
Agricultural Services  
Food Products  
International Agriculture-General

**Agricultural Sciences**

Agricultural Sciences  
Agronomy  
Conservation  
Conservation Regulation  
Conservation & Regulation-General  
Food Distribution  
Food Engineering  
Food Packaging  
Food Sciences  
Food Sciences – General  
Food Technology  
Plant Breeding And Genetics  
Plant Protection-Pest Management  
Plant Sciences  
Plant Sciences, General  
Resource Protection & Regulation

**Architecture/Environmental Design**

Architecture  
Architect & Environmental Design  
Architecture & Environmental Design - General

Environmental Design  
Interior Design  
Urban Design

**Aviation**

Aviation  
Aviation, Flight Operations

**Business Management**

Accounting  
Banking & Finance  
Business Administration & Management  
Business Administration & Management-General  
Business Economics  
Business Statistics  
Business & Management-General  
Commercial Property  
Conflict Management  
Construction Management  
Contract Management & Procurement  
Creative Writing  
Human Resources Development  
Institutional Management  
Insurance & Risk Management  
International Business Management  
Investments & Securities  
Labor/Industrial Relations  
Management Information Systems (MIS)  
Management Science  
Manager and Supervisory Development  
Marketing Management  
Marketing Management & Research  
Marketing Research  
Negotiation and Mediation  
Operations Research (Quantity)  
Organizational Behavior  
Personnel Management  
Product Management  
Property Management  
Real Estate  
Real Estate Appraisal  
Real Estate Finance  
Real Estate-General  
Recreational Enterprises Management  
Restaurant Management  
Small Business Management  
Small Business Ownership
Small Business Management & Ownership
Speech, Debate & Forensics
Systems Efficiency Analysis
Taxation
Technical & Business Writing
Trade & Industrial Spvs & Management
Transportation Management

Business & Office

Accounting, Bookkeeping
Accounting, Bookkeeping-General
Accounting & Computing
Banking & Related Financial Programs
Banking & Related Financial Programs-General
Bookkeeping
Business Computer & Console Operations
Business Data Entry Equipment Operations
Business Data Process & Related Programs
Business Data Processing & Related –General
Business Data Programming
Business Systems Analysis
Clerk-Typist
Correspondence Clerk
Data Peripheral Equipment Operations
Executive Secretarial
Finance
General Office Clerk
Legal Secretarial
Machine Billing, Bookkeeping
Office Supervision & Management
Payroll
Personnel Assisting
Personnel & Training Programs
Personnel & Training Programs-General
Project Management
Receptionist & Communication Systems
Secretarial
Secretarial & Related-General
Secretarial & Related Programs
Shipping, Receiving, & Stock
Typing
Typing, General Office & Related
Typing, Office & Related-General
Word Processing

Broadcasting
Communications-General
Communications Research
Graphic/Printing Communications, Other
Human Communications
Journalism (Mass Communication)
Public Relations
Radio/Television-General
Radio Television News Broadcast

Communications Technologies

Communication Technology
Digital Technology/Culture
Educational Media Technology
Photographic Technology
Radio/TV Production & Broadcast Technology
Recording Industry

Computer & Information Science

Computer & Info Sciences-General
Computer Networking
Computer Programming
Computer Science
Data Processing
Information Sciences & Systems
Information Systems (MIS)
Management of Information Systems (MIS)
Systems Analysis
Systems Science
Web Design

Construction Trades

Building Maintenance
Construction
Electrician
Electricity/Electronics
Energy, Power and Transportation
Light Construction Management
Miscellaneous Construction Trades, Other
Painting

Culinary

Advertising

Associated Culinary Arts
Culinary Arts
Culinary Studies

**Cultural Studies**

African Studies
Afro-American (Black) Studies
American Indian Studies
American Studies
Area Studies
Asian Studies, General
Cross-Cultural Studies
Cultural Studies
East Asian Studies
Eastern European Studies
Ethnic Studies
European Studies-General
Hispanic-American Studies
International Studies
Islamic Studies
Jewish Studies
Latin American Studies
Middle Eastern Studies
Pacific Area Studies
Russian & Slavic Studies
Scandinavian Studies
South Asian Studies
Southeast Asian Studies
Urban Studies
Western European Studies

**Education**

Adult & Continuing Education
Adult & Continuing Education Research
Bilingual/Bicultural Education
Business Education
Educational Assistance and Training
Educational Media
Educational Statistics & Research
Evaluation & Research
Evaluation & Research-General
Music Education

**Engineering**

Agricultural Engineering
Architectural Engineering
Chemical Engineering
Civil Engineering
Computer Engineering
Electric, Electronic, Communication Engineering
Engineering-General
Engineering Mechanics
Engineering Physics
Engineering Science
Environmental Health Engineer
Geological Engineering
Geophysical Engineering
Industrial Engineering
Materials Engineering
Mechanical Engineering
Structural Engineering
Systems Engineering

**Engineering & Related Technologies**

Air Conditioning, Heating, Refrigeration Technology
Air Pollution Control Technology
Architectural Design/Construction Technology
Architectural Technologies
Architecture Interior Design Technology
Chemical Manufacturing Technology
Civil Technologies
Civil Technology
Computer Servicing Technology
Computer Technology
Drafting & Design Technology
Electric & Electronic Technology
Electrical Technology
Electronic Technology
Electromechanical Instrument Technology
Energy Conservation & Use Technology
Environmental Control Technology
Food Processing Technology
Industrial Production Technology
Industrial Technology
Instrumentation Technology
Manufacturing Technology
Mechanical Design Technology
Mechanical & Related Technology
Occupational Safety & Health Technology
Plastic Technology
Quality Control/Safety Technology
Quality Control Technology
Safety Technology
Sanitation Technology
Solar Heating & Cooling Technology
Urban Planning Technology
Water & Wastewater Technology
Welding Technology

**Foreign Languages**

African (Non-Semitic) Language
American Sign Language
Arabic Language
Asiatic Languages
Baltic Languages
Chinese Language
French Language
Foreign Language Multi Emphasis
German Language
Germanic Languages
Greek-Classical
Greek Modern
Hebrew Language
Hindi Language
Indic Languages
Iranian Languages
Italian Language
Italic Languages
Japanese Language
Korean Language
Latin Language
Linguistics
Native American Languages
Portuguese Language
Russian Language
Sanskrit Language
Semitic Languages
Scandinavian Languages
Slavic Languages
Slavic Languages (Other Than Russian)
Spanish Languages
Yiddish Language

**Industrial Arts**

Architectural Drafting
Civil/Structural Drafting
Commercial Art
Drafting & Design
Drafting, General
Drafting, Other
Electrical/Electronics Drafting
Electricity/Electronics
Energy, Power, & Transportation
Graphic Arts
Graphic Arts Technology
Graphic Design
Illustration Design
Industrial Arts/General
Industrial Arts, Other
Industrial Design

**Interpersonal Skills**

Building Human Relationships
Human Relations
Interpersonal Skills, General
Interpersonal Skills, Other

**Law**

Criminal Justice Admin
Criminal Justice Studies
Criminal Justice, Other
Criminology
Law
Law, Other
Legal Assisting
Paralegal
Pre-Law
Real Estate Law

**Home Economics**

Baking/Pastries Management
Chef/Cook
Consumer Science
Dietetics/Human Nutrition Services
Food Science & Human Nutrition
Food Sciences & Human Nutrition
Home Economics
Nutritional Science

**Liberal Arts/General Studies**

Liberal Arts
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<tr>
<td>Marketing &amp; Distribution</td>
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<td>General Marketing</td>
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<tr>
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Precision Metal Work, Other
Precision Work, Assorted Materials, Other
Sheet Metal
Welding, Brazing & Soldering

Photography

Commercial Photography
Lithography, Photography, Platem
Photographic Lab and Darkroom
Photography

Psychology

Industrial & Organizational Psychology
Psychology
Psychology, Other

Public Affairs

Community Services
International Public Services
Public Affairs, General
Public Policy Studies
Public Transportation

Social Sciences

Adult Development
Community Services
International Relations
Political Science & Government
Social Psychology
Sociology

Transport & Material Moving

Construction Equipment Operation
Material Handling
Truck & Bus Driving

Vehicle & Equipment Operation, General
Vehicle & Equipment Operation, Other

Visual & Performing Arts

Art History (and Appreciation)
Design, General
Design, Other
Fine Arts
Fine Arts, General
Interactive Media Design
Music, Other
Music Performance
Music Theory and Composition
Video
** Certificate Programs **

*American Management Association*

Any courses

*American Payroll Association*

CPP Certified Payroll Professional  
FPC Fundamental Payroll Certification

*APICS*

Activity-based costing  
Bar Coding/RF technology  
Capacity Requirements Planning  
CIRM - Certified in Integrated Resource Management  
CPIM - Certified in Production and Inventory Management  
Cycle Count programs  
Inventory Management  
Master Planning  
Materials Requirements Planning  
Measurements tracking  
Physical inventories  
Random Seminars (1-2 day duration)  
Supply Chain Basics  
Time and Motion Study certification

*Audit*

CIA - Certified Internal Auditor  
CISA - Certified Information Systems Auditor

*Contracts Management*

*(through Nat’l Contracts Management Association)*  
CCCM = Certified Commercial Contracts Manager  
CPCM - Certified Professional Contracts Manager

*Electronics/Computers*

CAN - Certified Networking Engineer  
CET - Certified Electronics Technician  
EET - Electrical/Electronics Technician  
MCP - Microsoft Certified Technician

*Engineering*

AFE  
AIB  
CPM - Certified Plant Maintenance Manager  
Engineering CPE - Certified Plant Engineer  
Engineering PE – Professional Engineer certification  
Freon Charge and Reclaim Certification  
Master Electrician Certification  
Professional Engineer Certification

*Finance*

APICS/CPIM certification  
APP - Accredited Purchasing Practitioner  
ASIS – American Society for Industrial Security  
CFA – Chartered Financial Analyst  
CFM - Certified in Financial Management  
CMA - Certified Management Accountant  
CPM - Certified Purchasing Manager  
CPA – Certified Public Accountant  
CPP – Certified Protection Professional  
HACCP Workshop – Educational requirement for USDA/FDA approval  
MCDBA - Microsoft Certified Database Administrators  
PCI – Professional Certified Investigator  
PSP – Physical Security Professional

*Human Resources (also Benefits, Savings, Compensation, and Stock)*

*American Society of Pension Actuaries Courses:*  
• QKA – Qualified 401(k) Administrator

*American Society of Training and Development (ASTD) Courses:*  
• ASTD training certification  
• CPT – Certified Performance Technologist. Can be offered in conjunction with a College or University program  
• E-learning instructional design certification  
• HPI – Human Performance Improvement certification
• Managing the Learning Function
• ROI – (return on investment) workshop

**Human Resources Planning Society (HRPS)**
• Certificate in HR Strategy and Practice
• Degree work from accredited institutions, in HR related programs – offered at State and private Universities and Colleges
• HR Management Certificate Program – offered at University of Washington and at Community Colleges
• Senior HR Practitioner Certificate
• University Certificate Programs (i.e: Training, HR) - State Universities and Colleges

**International Society of Certified Employee Benefits Specialists Courses:**
CEBS – Certified Employee Benefits Specialist
CMS – Compensation Management Specialist
GBA – Group Benefits Associate
RPA – Retirement Plans Associate

**International Society of Performance Improvement (ISPI)**
• HPI – Human Performance Improvement certification

**Society for Human Resources Management Courses:**
• GPHR - Global Professional in Human Resources
• PHR - Professional in Human Resources
• SHRM - any Academy courses
• SHRM - learning system™
• SPHR - Senior Professional in Human Resources
• CISM - Critical Incidence Stress Management

**WorldatWork Society of Certified Professionals Courses:**
• CBP - Certified Benefits Professional
• CCP – Certified Compensation Professional
• CSR - Center for Corporate Citizenship Boston College
• CSR - Advanced Certificate in Corporate Community Involvement Boston College
• CSR - Advanced Certificate with honors in Leadership and Strategy Boston College
• GRP – Global Remuneration Professional
• PRO - AIRS Training (Recruiting) AIRS Academy
• PRO - Certified Performance Technologist (CPT) -

International Society for Performance Improvement (ISPI)/American Society for Performance Improvement (ASTD). Can be offered in conjunction with a College or University program

• PRO - Professional in Human Resources (PHR) initial & re-recertification SHRM/HRCI
• PRO - Recruitment and Retention Certification - EMA (SHRM)
• PRO - Senior Professional in Human Resources (SPHR) initial & re-certification HRM/HRCI

**Information Technology**

**Computers/Networks/Servers**
• AS Network Technology
• CSA (Certified System Administration)
• CSE (Certified System Engineer)

**Computers/Networks/Servers – Microsoft**
• C++ Programming
• CompTia A+
• MCSE (Microsoft Certified Systems Engineers)
• MCDBA (Microsoft Certified DataBase Administrator)
• MOUSE

**Computers/Networks/Servers – Oracle**
• Oracle gi DBA OCA (Oracle Certified Associate)
• Oracle gi DBA OCM (Oracle Certified Master)
• Oracle gi DBA OCP (Oracle Certified Professional)

**Computers/Networks/Servers – Solaris**
• CNA (Certified Network Administrator for the Solaris Operating System)
• CSA (Certified Security Administrator for the Solaris Operating System)
• CSA (Certified System Administrator for the Solaris Operating System)

**Electronics/Computers**
• CAN - Certified Networking Engineer
• CET - Certified Electronics Technician
• EET - Electrical/Electronics Technician
• MCP - Microsoft Certified Technician

**SAP Certifications** – ABAP, MM, SD, HR, Payroll, FI,
**Visual Basic Certifications**

**Legal (LCA) Certifications**

- Administration and Management Certificate Program – offered at many colleges & universities
- CLA – Certified Legal Assistant through the National Association of Legal Assistants
- CLM – Certified Legal Manager through the Association of Legal Administrators
- CP – Certified Paralegal through the National Association of Legal Assistants
- CRM – Certified Records Manager through the Institute of Certified Records Manager
- Database Management Certificate Program – offered at many colleges & universities
- Information Management Certificate Program – offered at many colleges & universities
- Paralegal Studies Certificate Program through the American Bar Association (ABA) strongly preferred & offered at many colleges & universities.
- PP – Professional Paralegal through the National Association of Legal Assistants

**National Association of Securities Dealers (NASD):**

- Series 6 – Investment Co. / Variable Contracts Products
- Series 7 – General Securities Registered Representative
- Series 63 – Uniform Securities Agent State Law

**Maintenance**

CEC - Certified Equipment Consultant
CMRP - Certified Maintenance & Reliability Professional
CMT - Certified Maintenance Technician
SMRP - Maintenance & Reliability Professional

**Public Relations**

- Associated Business Communicator (ABC) Certification – International Association of Business Communicators (IABC)
- Certifications & Courses offered through the Public Relations Society of America

**Trucking**

CDL – Commercial Drivers License – State of WA
Certifications for inspection of powered lift platforms
Certification for Method 9 – reading of visible emissions from air pollution control equipment
Certifications for powered lifts
D.O.T. Certification/License

**US Customs and Border Protection**

US Customs Brokers License

**Visual and Performing Arts**

Graphic Design

**Welding**

Boilers  Class IV Boiler Operator - State of WA
I-CAR  Certified Welder
I-CAR - Certified (MIG) Welder

**National Restaurant Association**

Food Service Management Professional

**Project Management (from Project Management Institute)**

CAPM--Certified Associate in Project Management
PMP--Project Management Professional